

Notice Regarding Organizational Changes and Executive Transfers

November 11, 2025

Listed exchanges : Prime Market
 Listed company name : Earth Corporation
 Code : 4985
 URL : <https://corp.earth.jp/en/index.html>
 Representative Director : Katsunori Kawabata, Representative Director, President & CEO
 Contact : Isao Goji ,
 Senior Executive Officer
 Director General
 Corporate Planning Headquarters
 Tel : +81-3-5207-7458

We hereby announce that at the Board of Directors meeting held today, the following resolutions were made regarding executive appointments.

1. Executive Officer Appointment (As of January 1, 2026)

Name	New appointment	Current title
Shougo Sanmaidou	Corporate Advisor	President of BATHCLIN CORPORATION
Terumasa Hirata	Senior Executive Officer, Associate Director of Sales Headquarters	Managing Executive Officer, Director General of Sales Headquarters of BATHCLIN CORPORATION
Satoshi Ozawa	Executive Officer, Associate Director of Sales Channel Strategy Headquarters	Board Director, Director General of Marketing Planning Headquarters of BATHCLIN CORPORATION
Kouichi Kubo	Executive Officer, Associate Director of Administration Headquarters	Board Director, Director General of Corporate Planning Headquarters of BATHCLIN CORPORATION
Keishi Matsumoto	Executive Officer, Associate Director of Research & Development Headquarters and Global Supply Chain Management Headquarters and Production Headquarters	Board Director, Director General of Production Headquarters of BATHCLIN CORPORATION

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